

2020 DIOCESAN LEADERSHIP

Professional Development Program



CATHOLIC DIOCESE OF
WOLLONGONG



Professional Development Program

All diocesan leaders are required to undertake 10 units per year of professional development in the areas of professional standards and safeguarding. The 2020 program is the third year that this has been a requirement set by the Diocese of Wollongong. Completion of the 10 units is required between 1 January 2020 and 31 December 2020.

Diocesan leaders are expected to self-enrol into modules equating to 10 units or more (see page 3 for details).

To register, please fill out the “Diocesan Leadership Professional Development Program registration” online form at dow.sh/OPSS_Training. If you are having any issues filling out the form, please contact the Office of Professional Standards and Safeguarding (OPSS) at training@dow.org.au, or on **4222 2428**.

If you have not attended the *Building Foundations* module, or the Catholic Education Diocese of Wollongong’s full day *Child Protection and Professional Conduct Training*, it is advised that you attend the *Building Foundations* module first.

It is every diocesan leader’s responsibility to ensure that they meet their requirements under this program. **Please ensure that you register for the modules you wish to attend, as any updates/communication about a specific module will only be sent to those who have registered.**

Registration will close one week before each module date, or when a module has reached capacity, whichever occurs first. If you can no longer attend a module, please contact the OPSS at training@dow.org.au as soon as possible so that resources are not wasted.

There are several modules which are new to the program: *Cultural Responsiveness, Safety and Technology, Safeguarding Vulnerable Adults*, and the *CatholicCare* module.

There are several modules which will be similar in content provided in previous years: *Building Foundations, Investigations in Practice, Children Displaying Harmful Sexual Behaviours, Where Pastoral Meets Professional Standards, Responding to High Risk Behaviours in Adults, Trauma Informed: Working with Children and Families Subjected to Domestic Violence, Walking with Survivors*, and *Challenging Conversations*.

Please ensure that you read the module descriptions on pages 4-5 before registering to guarantee you are aware of the aim and content of the module.

If you are seeking a part or full exemption from the *Diocesan Leadership Professional Development Program* due to the completion of prior professional development

in 2020, please complete **Step 3 when filling-out the “Diocesan Leadership Professional Development Program registration” online form at dow.sh/OPSS_Training.**

If you have any questions, please email the the OPSS at training@dow.org.au.

WHO IS A DIOCESAN LEADER?

The following are the groups or people deemed to be diocesan leaders for the purposes of the *Diocesan Leadership Professional Development Program*:

Pastoral sector

- Bishop
- Vicar general
- All diocesan and religious clergy ministering in the diocese as a parish priest, administrator, assistant priest, deacon, chaplain, or in carrying out regular supply work.
- All religious appointed to carry out work in institutions of the Diocese of Wollongong.
- Staff of the Office of Bishop.

The bishop and/or vicar general can also elect to require other persons to attend.

Managers of the Office of the Bishop can elect to require any casuals that they manage to attend.

Education sector

- Director of schools
- CEO leadership team / heads of service
- Child protection and professional conduct professional officers
- Principals
- Assistant principals

Principals can also elect to require various members of their leadership team to attend.

Heads of service can also elect to require various members of their team to attend.

Welfare sector

- Director
- Executive managers
- Managers
- Coordinators
- Team leaders

Director, executive managers and managers can also elect to require other persons to attend.

2020 MODULE CALENDAR

DATE	TIME	MODULE	PRESENTER	LOCATION	UNITS
Thursday 5 March	10am–5pm	Building Foundations	Michelle Scobie and Cathy McClellan	Xavier Centre	10
Wednesday 11 March	10:30am–2pm	Investigations in Practice	Halloran Morrissey	Xavier Centre	5
Friday 20 March	11am–2:30pm	Vicarious Trauma, Vicarious Resilience and Sustaining Ourselves in Ministry	Carolyn Cousins	Camden Parish Hall	5
Thursday 30 April	3:30pm–7pm	Children Displaying Harmful Sexual Behaviours	Linda Valenta	Milton Parish Primary School Hall	5
Thursday 21 May	1pm–4:30pm	Cultural Responsiveness	SCARF Refugee Support	Xavier Centre	5
Tuesday 2 June	1pm–4:30pm	Where Pastoral Meets Professional Standards	Seth Harsh	Camden Parish Hall	5
Friday 12 June	9am–12:30pm	Responding to High Risk Behaviours in Adults	Claire Pirola	Xavier Centre	5
Friday 12 June	1:30pm–5pm	Trauma Informed: Working with Children and Families Subjected to Domestic Violence	Cathy McClellan	Xavier Centre	5
Thursday 25 June	11am–2:30pm	Walking with Survivors	SAMSN	Rosemeadow Parish Hall	5
Wednesday 1 July	1pm–4:30pm	Conflict Resolution	Michelle Scobie	Milton Parish Primary School Hall	5
Saturday 25 July	10am–1:30pm	Responding to High Risk Behaviours in Adults	Claire Pirola	Camden Parish Hall	5
Friday 14 August	10:30am–2pm	Safeguarding Vulnerable Adults	Cathy McClellan	Xavier Centre	5
Thursday 17 September	1pm–4:30pm	Investigations in Practice	Halloran Morrissey	Rosemeadow Parish Hall	5
Tuesday 13 October	1pm–4:30pm	Trauma Informed: Working with Children and Families Subjected to Domestic Violence	Cathy McClellan	Varroville Parish Hall	5
Thursday 26 November	10am–5pm	Building Foundations	Michelle Scobie and Cathy McClellan	Xavier Centre	10

MODULE DETAILS & DESCRIPTIONS

Building Foundations

Prior to developing specialised skills in the area of child protection and safeguarding, it is first important to ensure that a sound understanding of the foundational principles is achieved. This module will provide an overview of the legislative obligations and diocesan requirements expected of those in ministry. There will also be a component on working alongside survivors. Anyone in leadership who is new to the Diocese of Wollongong is required to complete this module. This module is also appropriate for anyone who would like a refresher of the basic child protection principles and associated diocesan policies.

Investigations in Practice

This module will examine what is an investigation and move through the investigative process through case studies and active problem solving. It considers the various roles in an investigation process and the relevant boundary considerations that are necessary to ensure the integrity of the process. This module will examine some of the impacts an investigation has on the people involved and the practices that can assist to reduce the impact.

Vicarious Trauma, Vicarious Resilience and Sustaining Ourselves in Ministry

Our ability to cope well with high levels of ongoing disruptive change is important in our ministry roles as we face each day with its different challenges. There is a need to sustain good health and energy when under pressure, learning to bound back easily from setbacks or adversities and learning to respond to change when the “old way is no longer possible”. This module seeks to explore the ‘art of resiliency’ in ministry and learn how to safeguard ourselves so that we are better in embedding safeguarding in our ministries.

Children Displaying Sexually Harmful Behaviours

This module will focus on what is considered developmentally appropriate for the various age ranges and the reasons why children display sexualised behaviour. The session will also seek to provide guidance for responding to children with problematic and harmful sexual behaviours, whose behaviour may indicate a risk to themselves, a risk of harm to others and may adversely impact on the service delivery.

Cultural Responsiveness

This training supports employees to work better together with Culturally and Linguistically Diverse (CALD) communities by fostering understanding and equipping staff with a broad range of cultural capacity skills. The training will enable employees to maximise the opportunities that diversity brings and minimise the potential challenges. The training is co-designed and co-delivered by people from refugee and non-refugee backgrounds, ensuring that the session is informed by lived experience and expertise. The training includes an introduction to the importance of culture, the key components of culturally responsive practice, and provides practical tips for communicating effectively and respectfully with diverse communities.

Where Pastoral Meets Professional Standards

It is often thought that pastoral ministry and professional standards are mutually exclusive (or at least, mutually problematic) in their approaches to managing challenging situations. This module provides participants the opportunity to discuss how the two exist together to create the most effective approach to undertaking our work in safeguarding and our ministry in the context of the Catholic Church. Participants will be provided with a framework and the relevant skills to approach situations with a pastorally professional attitude.

Responding to High Risk Behaviours in Adults

A safe environment for children, other vulnerable people and workers relies on establishing and maintaining adherence to professional boundaries. In order to prevent harm due to inappropriate adult behaviour it is important to intervene early when high risk behaviour is first identified. This module is aimed to support leaders to identify and respond to early indicators of high risk behaviours displayed by adults in the agency. Early responses enable workers to have greatest success in addressing errors and changing unintentional poor behavior, and it reduces the risk of the high risk behaviors leading to more serious conduct, allegations, investigations and harm for those in our care including our employees and volunteers. This session addresses the challenge to leaders when “good people” behave badly.

Trauma Informed: Working with Children and Families Subjected to Domestic Violence

This module will provide information and strategies on how to respond to family members who are experiencing domestic abuse/violence. To respond to domestic abuse/violence, it is critical that leaders in the diocese understand the dynamics of domestic violence, know how to respond to a person in crisis and provide resources and information about service to those who need it. The church may be the first place that family may seek help, consequently, it is important to be equipped to manage and assist families in need.

Walking with Survivors

This module will be presented by SAMSN, a not-for-profit organisation that facilitates support groups for male survivors. The session will provide information on how to engage with a trauma-informed approach to walking with survivors from the point of disclosure onwards. This module will also provide content that assists in building an understanding of the long-term impacts of trauma.

Conflict Resolution

This module will look at best practice in conflict resolution so that you can be an agent in supporting others to have difficult conversations and reach a solution effectively. You will explore the art and skill of conflict resolution so as to assist the parties to have the conversations most likely to allow them to solve their own problems, without the risk of escalation.

Safeguarding Vulnerable Adults

In serving a community with diverse needs and qualities it is essential that we are best prepared to meet the needs of a wide array of people. This module equips attendees with the skills of how they, and their workplace can better work with vulnerable people, including people experiencing mental health issues, people who may have a physical or intellectual disability, indigenous persons, persons from non-English speaking backgrounds, and the elderly.

PRESENTER BIOGRAPHIES

Michelle Scobie

Integro Partners
Partner

Michelle is an experienced LEADR mediator who has been engaged in the management of complex disputes in community and government sectors for more than a decade. Michelle brings senior management experience and vast knowledge of public sector systems and processes to her conflict management assignments. Michelle's background in health administration, child protection and disability service management contributes to her capacity to analyse complex issues related to challenging disputes. Michelle successfully tailors conflict management processes to meet the needs of her clients. Her outstanding negotiation skills regularly achieve positive outcomes for all involved.

Cathy McClellan

Cathy McClellan Consulting
Consultor

Cathy has worked in the child protection field for over 30 years in government and non-government roles.

Cathy has a degree in social sciences, masters in social policy and a Master of Social work (PQ). She also has qualifications in workplace training and assess (Certificate 4) and a qualification in mediation. She started in child protection as a child sexual assault counsellor for a non-government agency and moved to the Department of Family and Community Services and was there for approximately 18 years. She worked there as a caseworker, casework specialist and team leader. She has also worked in NSW Health as a clinical consultant in violence abuse and neglect and Community Services Victoria. She has taught a community service course at NSW TAFE in for nine years and at NSW University for five years in the social work course in child protection.

For the past 13 years, Cathy has worked in Catholic Education for the the dioceses of Parramatta, Sydney and Broken Bay. She has strong commitment and belief in keeping children safe and caring for their wellbeing.

Halloran Morrissey

Halloran Morrissey is an organisation which provides a number of safeguarding and child protection services to organisations who work and volunteer with children. Halloran Morrissey specialises in, and has extensive experience in conducting workplace investigations into allegations of reportable conduct, child abuse or misconduct. Alongside this work they also provide training and professional development, child protection and risk management advice, safeguarding audits, policy development and review, and workplace mediations.

Carolyn Cousins

Tuned In Consulting
Principal

Carolyn Cousins is a clinical social worker and educator who has worked in the violence, abuse and trauma fields for over 25 years, both in Australia and the UK. She also consults with a range of churches around domestic and family violence. She recently, with a co-consultant, researched and authored the Vicarious Trauma Policy for NSW Health, and has developed training the NSW Police Force around domestic violence responses and also self care.

Carolyn is currently the chair of the Baptist Association of the NSW and ACT's Ministry Standards Committee and works closely with pastors in this denomination where there have been breaches of the Code of Conduct and Ethics. She also works cross denominationally assisting churches and parishes in responding to domestic and family violence, most recently on a project with Relationships Australia.

Linda Valenta

SAIFF – Support,
Assessment and Intervention for Families
Founder and Principal Therapist

Linda Valenta holds a Masters in Social Work, and has over 25 years experience working with youth and families. Linda is one of the longest standing professionals in Australia, known for her work with children and youth who sexually harm since 1994. She is an expert in the assessment and treatment of children and young people who engage in problematic sexual behaviours. Linda founded SAIFF, an organisation which aids families in topping problematic and abusive sexual behavior and creating safe and abuse-free homes and relationships, and in minimising the harm that can result from such abuse. SAIFF is also at the forefront of training professionals in the prevention of sexual abuse, healthy sexual development and in the assessment, treatment and management of children with sexual behaviours.

SCARF Refugee Support

SCARF Refugee Support is a regional not-for-profit organisation which provides a range of support services to families and individuals from refugee backgrounds who have settled in the Illawarra. Founded in 2005, SCARF Refugee Support has assisted more than 1900 people from 14 different countries of origin through its various services and programs including befriending, learner driving assistance, employment support, education and homework tutoring.

We are passionate about our work and well connected with the local Illawarra community. The Diversity and Inclusion team are highly experienced in delivering tailored presentations for students, teachers and local businesses, that build the capacity within organisations to enable them to work more effectively and engage meaningfully people from refugee backgrounds and diverse cultural backgrounds more broadly.

Seth Harsh

[Diocese of Wollongong](#)
[Coordinator of Youth Ministry](#)

Seth Harsh brings a breadth of experience from a vast array of roles held in management, teaching, leadership and entertainment/performance. His tertiary qualifications include a Bachelor of Theology, Bachelor of Music, Master of Arts in Theological Studies, and a Graduate Diploma in Education (secondary). He has worked with various groups of children, young persons and vulnerable adults in a professional and pastoral capacity within Catholic, private and not-for-profit institutions. Seth is the current coordinator of youth ministry for the Catholic Diocese of Wollongong, a position he has held for the last five years. He is also responsible for the establishment, growth and development of the Catholic Youth Ministry Wollongong team.

Claire Pirola

[Integroe Partners](#)
[Partner](#)

She has worked as a lawyer the last 20 years in child protection, employment law and complaints management and holds qualifications in both social welfare and law. She has held senior roles in the public sector and not-for-profit workplaces where she has led teams to respond to complex employment relations matters, professional standards and child safety challenges. Claire is regularly called upon to consult with a broad range of organisations on matters relating to policy and legislative changes, advising on reforming systems and practices, for improved safety for vulnerable people. This has included working with organisations on the implementation of reforms arising from two NSW Royal Commissions. She holds governance experience from her appointments on, or advising of, a number of boards in the not-for-profit sector over the last 20 years. Her most recent role was head of the Office for Safeguarding and Professional Standards in the Catholic Diocese of Parramatta and in 2020 she has returned to private practice.

Survivors & Mates Support Network (SAMSN)

Survivors & Mates Support Network (SAMSN) is a not-for-profit organisation working to increase public awareness of the effects that childhood sexual abuse can have on men in their adult lives. SAMSN employs psychologists and social workers who have experience working with male survivors to facilitate support groups for men and their families and supporters.

LOCATIONS

Xavier Conference Centre

McCabe Room (Upstairs)
38 Harbour Street, Wollongong

St Paul's

Parish Hall
26 John Street, Camden

St Mary Star of the Sea

Primary School Hall
Corks Lane, Milton

Our Lady of Mount Carmel

Parish Hall
193 St Andrews Rd, Varroville

Our Lady Help of Christians

Parish Hall
80 Demetrius Rd, Rosemeadow